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organizing the workers is not more than usually difficult. Nor should it be assumed that, once industry is fairly well organized, the boycott has no further legitimate function to perform. In one or two instances Dr. Wolman's definitions might also be called into question. In the early part of the book, for instance, he defines a secondary boycott as, "a combination to withdraw patronage from a person in order to force that person in turn to withdraw his patronage" from the boycotted firm. However, a secondary boycott may arise when mere persuasion is used to induce a third party to cease relations with the boycotted firm, unaccompanied by threats of withdrawal or actual withdrawal of patronage.

A more complete utilization of the reports on the boycotts of the New York, Wisconsin, and Illinois bureaus of labor of the eighties and nineties and of the numerous significant legal proceedings, and a more detailed examination of the ability of the boycott to function when waged against the great modern corporation would have made the monograph of even greater value as a guide book on this big problem of the labor world.

HARRY W. LAIDLER.

The Helper and the American Trade Unions. By JOHN H. ASHWORTH. Johns Hopkins University Studies in Historical and Political Science, Series XXXIII, No. 3. (Baltimore: The Johns Hopkins Press. 1915. Pp. iv, 134. \$1.00.)

This intensive study of the helper and the trade union is based, largely, upon trade union documents, personal correspondence, and experience. In his introduction the author defines the term "helper," and differentiates him from the apprentice and from other subordinate workers. Characteristics of helpers suggested by previous writers are not sufficiently explicit to identify him. (a) Helpers are older than apprentices, (b) they are restricted to unskilled work, (c) they do not use the tools of the journeyman, (d) they are not under the jurisdiction of the union. The unflinching marks of a real helper are two: (1) "He is employed to promote the work of another"; (2) "he is supervised in his work to some extent by the mechanic whom he assists." The apprentice, on the contrary, is engaged primarily to learn a trade. The "essential difference between the two classes . . . lies in the purpose of employment." The helper may be separated from other subordinate workers, because the latter are not under "subjection . . . to the authority of a fellow workman."

Having defined and differentiated the helper from others, the author shows how he affects and is affected by trade union regulations. This analysis is made in four successive chapters.

1. Unions object to helpers mainly because they tend to disintegrate and to overcrowd the trade. The method of dealing with the helpers varies with the union. Some demand the use of helpers, others are indifferent to their employment, while still others attempt to regulate conditions under which they are received. This latter group includes the trades in which the helper has given the union the greatest concern. Efforts have been made to prevent the promotion of helpers, but certain obstacles have foiled most of these attempts.

2. Three methods of employing and compensating helpers are practiced. The journeyman may hire and pay the one aiding him; the helper may be employed by the skilled worker but compensated by the employer; or he may be engaged and paid by the employer.

3. In their endeavor to organize helpers, unions have developed two policies. In the one case they are organized entirely apart from the journeymen; in the other they are organized "under the jurisdiction of the journeyman's union." Formerly unions gave little concern to organizing helpers, but later greater interest has been manifested. Division of labor, clearer conception as to mutual relations between a skilled worker and the one aiding him, and the difficulty of controlling the helper when organized independently or when unorganized, were the forces commanding a changed attitude.

4. In the concluding chapter the author attempts to estimate the value of the trade union policy in dealing with helpers, by applying the standard of "economic welfare and social justice." Generous treatment with regard to promotion and organization of helpers is urged. The reward for such a policy would be a higher grade of workers, greater industrial efficiency, higher trade union standards, and the satisfaction of "democratic ideals."

The author has collected much valuable material and has presented it in a logical order and in readable form. The definitions are clear and criticism is substantiated by example. He suggests that since "the body of helpers as here defined obviously includes all auxiliary workmen or assistants connected with a trade or industry," his use of the term helper does not coincide with "existing practice in many trades." It is also worth while to inquire if, in practice, apprentices and helpers always constituted separate, dis-

tinct groups such as the documentary materials suggest. For example, "berkshires" and apprentices in the iron molding industry formed distinct classes of workers. Historically they represented separate groups and were so classified by journeymen and by employers. In practice, at least in some localities, they were hopelessly confused. It appears that, in such cases, there was little if any distinction from the point of view of the "purpose of employment," in the supervision exercised by journeymen, or as to the opportunities of each to learn the trade. "Bucks" were sometimes counted when checking up the number allowed under apprentice rules, while the service rendered by the son who as an apprentice was taught the trade by his father was not different from that performed by the "berkshire" serving another journeyman. At times this breakdown of the two systems seems to have been more or less general. Is it possible that when the helper expected promotion and hoped ultimately to gain entrance to the trade and to command the standard rate, that the helper system was regarded not only as a method whereby journeymen obtained unskilled service, but also as a means of recruiting the trade? In such cases the "purpose of employment" of the two classes of service did not differ greatly in actual practice, and the "essential difference" between the systems became somewhat obscure.

To what extent does the helper system exist in modern industry? Since the helper served a "skilled journeyman" and the apprentice was also taught by the mechanic, both of these systems have declined with the passing of this skilled worker. In the machinist's industry, where the helper has been "of the greatest concern" to the union, few helpers and still fewer apprentices are found. Workers are engaged to perform specific tasks. They are termed machinists, are paid the standard rate for their class, and are accepted by the union. An "industry" has supplanted a "trade."

This monograph is by far the best study made of the subject and is in every way a substantial piece of work.

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Studies in Vocational Diseases. I. *The Health of Garment Workers*, by J. W. SCHERESCHEWSKY. II. *The Hygienic Conditions of Illumination in Workshops of the Women's Garment Industry*, by J. W. SCHERESCHEWSKY and D. H. TUCK. Public Health Bulletin No. 71. (Washington: U. S. Public Health Service. May, 1915. Pp. 224; plates, charts. \$0.40.)